



Queen's University
Belfast



International Conference on **WOMEN AND LEADERSHIP IN A CHANGING WORLD**

22nd & 23rd September 2016

Queen's University Belfast

SPEAKER INFORMATION



VICE-CHANCELLOR'S WELCOME



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CONFERENCE PROGRAMME

Thursday 22nd September 2016 - VENUE: Ulster Muesem

5.30pm	Welcome Refreshments
6.00pm	Global Discussion Panel Facilitator: Julia Paul (QUB) Developing Leadership in Global and Multicultural Organisations Chair: Pat Coffey (Allstate US) with David Ruebain (Equality Challenge Unit) John Healy (Allstate NI) Anne Phillipson (William J Clinton Leadership Institute, QUB)
7.15pm	Drinks Reception & Canapés
8.00pm	Keynote Address Claire Sugden (Minister for Justice, NI)
8.15pm	Dinner
10.00pm - 10.30pm	Close

Thursday 22nd September 2016 - VENUE: Riddell Hall

8.45am - 9.00am	Welcome
9.00am - 10.30am	Session 1 Women into Leadership – Overcoming the Barriers Chair: David Gavaghan (CBI NI with Janet McCollum (Moy Park) Denise Cranston (BITC) Justice Siobhan Keegan (High Court NI) Caitriona Ruane (Principal Deputy Speaker)
10.30am - 11.00am	Networking Break
11.00am - 12.30pm	Session 2 Leadership, Diversity and Innovation Chair: Julie Chen (UMass Lowell) with Catherine O'Neill (Amelio Group) Joseph Hartman (UMass Lowell) Claire Burn (QUB) Mark Campbell (Randox)
12.30pm - 1.30pm	Lunch
1.30pm – 2.45pm	Session 3 Women Leading Change – How Diversity Delivers Performance Chair: Yvonne Galligan (QUB) with Sue McAllister (NI Prison Service) Elaine Birchall (SHS Group) Michelle Cullen (Accenture Ireland) Jill Minne (Belfast City Council)
2.45pm – 3.00pm	Networking Break
3.00pm – 4.30pm	Session 4 Women, Peace & Security – Leadership During Challenging Times Chair: Victoria Denoon (UMass Lowell) Paula Rayman (UMass Lowell) Linda Bishai (US Institute of Peace) Bronagh Hinds (DemocraShe) Judith Gillespie (Garda Policing Authority)
4.30pm – 5.00pm	Keynote Address Frances Fitzgerald (Tánaiste and Minister for Justice & Equality, RoI)
5.00pm – 6.00pm	Closing Reception

DEVELOPING LEADERSHIP IN GLOBAL AND MULTICULTURAL ORGANISATIONS



Julia Paul is a lecturer in the practice of broadcasting in the School of Arts, English and Languages at Queen's University, Belfast. She has been a journalist for more than 20 years.

Before becoming an academic she reported for the BBC, most recently covering politics in Northern Ireland. Her PhD research focuses on how that work helped explain post-conflict devolution in Northern Ireland. Her career has also included training journalists and media development in countries emerging from conflict, including Iraq and Afghanistan.

In 2013 Paul devised a project to link women writers in Northern Ireland with Afghan women. The Afghan Women Spread the Word project has trained Afghan women to produce interviews, poems and short stories about their experiences of conflict.



Pat Coffey is Senior Vice President for Allstate Insurance Company. She currently holds the roles of leader of the Delivery and Risk Management organisation as well as Interim Group CIO for Enterprise Applications.

Coffey has shaped strategic technology solutions to benefit Allstate's employees and its customers. She is dedicated to finding innovative ways to strengthen Allstate's businesses.

Coffey is Chair Emeritus for the Society for Information Management and is a member of the society's Advanced Practices Council. In 2007, she was elected to the Board of Directors of Lake Forest Graduate School of Management where she earned the honour of Distinguished Director in 2015 in recognition of her board service.

Coffey has featured on Computerworld's Premier100 IT Leaders, Insurance Business America Elite Women and Insurance Network News' Women in Insurance Leadership lists. She earned her BA from National-Louis University and her MBA from University of Illinois, Chicago.



John Healy is Managing Director of Allstate NI, responsible for over 2,300 employees based in three locations in Belfast, Derry and Strabane.

Healy joined Allstate NI from his position as Head of CITI's Belfast Service Center. Before serving in this position, he held senior management roles as head of technology and as a business unit manager for CITI. He also has extensive experience in leading teams to set strategic goals and deliver practical solutions to address business and technology issues.

Healy has developed strong relationships with the local Universities and Invest NI, and serves in a variety of industry, university and community settings. These include the board of the Northern Ireland Chamber of Commerce and the Professional Advisory Board, School of Electrical & Electronic Engineering and Computer Science at Queen's University Belfast.

Healy earned his bachelors and masters degrees in Engineering and Computer Science from Queen's University Belfast.



Anne Phillipson is a Programme Director at the William J Clinton Leadership Institute at Queen's University Belfast. She has over 20 years of experience in executive development with hundreds of programmes and clients.

Phillipson was National Training Manager with Hudson's Bay Company, and a Senior Consultant in PwC's UK People & Change practice. She was PwC's contact for the UK government to develop client relationship skills in their teams of overseas Inward Investment Advisors, and travelled the globe to work with UKTI teams to attract FDI. Phillipson leads on the Global Connect programme, with partners Allstate, to help their technology teams to lead in a multicultural organisation with dispersed teams.

Phillipson is also a Professional Coach, and works with leaders in one-to-one capacity to build leadership confidence and competence. She recently chaired a panel at the Deshpande Global Conference at UMass Lowell, and regularly works with Queen's International MBA students in addition to her executive

Inaugural International Conference on WOMEN AND LEADERSHIP IN A CHANGING WORLD



David Ruebain is currently Chief Executive of the Equality Challenge Unit. Prior to this, he was a practicing solicitor for 21 years; latterly as Director of Legal Policy at the Equality and Human Rights Commission of Great Britain.

Ruebain is a member of the Advisory Group of the Office for Fair Access, an equality adviser to the English FA Premier League, a Trustee of Action on Disability and Development, a member of the Rights & Justice Committee of the Joseph Rowntree Charitable Trust, and a Member of the Editorial Board of Disability and Society journal.

Ruebain is the winner of RADAR's People of the Year Award for Achievement in the Furtherance of Human Rights of Disabled People in the UK, 2002. He has been listed as one of 25 Most Influential Disabled People in the UK by Disability Now Magazine, listed in the Disability News Service's 'Influence Index', and in the 2014 and 2015 Disability Power Lists.

THURSDAY KEYNOTE ADDRESS



Justice Minister Claire Sugden is an Independent MLA representing the East Londonderry constituency. Claire is the only Independent member of the Northern Ireland Assembly and the first Independent to hold Ministerial office. At 29 she is the

youngest Minister in the Executive with Departmental responsibility.

Sugden is an alumnus of the Washington Ireland Program when she worked within the US government in the Department of Health and Human Services in 2010. She managed the Program in 2012.

Sugden is a passionate advocate for her constituents and works closely with many community and voluntary sector groups locally. She is particularly concerned with helping vulnerable people and those with learning disabilities.

Her priorities in the Department of Justice include tackling domestic violence, rural crime and crimes against the elderly. She also wants to reduce the numbers of young people and people with mental health issues coming into contact with the criminal justice system.

WOMEN INTO LEADERSHIP – OVERCOMING THE BARRIERS



David Gavaghan is currently the Regional Chair of the CBI, a business organisation that represents 190,000 businesses. He is the founder of Aurora Prime Real Estate Limited, which is seeking to raise £50m to invest in Grade A office space in Belfast.

David has been Chief Executive of Titanic Quarter Limited, having been an Executive Director of Quintain Estates. He was formerly CEO of Strategic Investment Board, which advises Ministers in Northern Ireland on the infrastructure programme across the region.

Currently, David is Vice Chair of the Washington Ireland Program and Chair of Sports Changes Life. He is a Fellow of both the RICS and the ICE.

He went to TCD reading Economics and Social Studies. David and Helen have 8 children (4 girls) ranging in ages from 24 to 3. He lives in Co Down and keeps fit by running including the occasional half marathon!



Denise Cranston is currently the Workplace Manager with Business in the Community and is responsible for leading the Workplace 20:20 Campaign.

The Workplace 20:20 campaign works with employers throughout

Northern Ireland to tackle key workplace issues around health & wellbeing and workforce diversity. The Workplace 20:20 team supports business through the provision of advice and guidance, peer learning, toolkit development and thought leadership.

Cranston is currently leading BITC's Gender Project – a unique business-led collaboration working towards better gender balance within companies. She is responsible for developing a Workplace Age initiative to help employers to prepare for and manage the significant demographic changes that will result in significant economic impact unless the labour market participation of the over 65's increases. She has also managed and led a number of community programmes aimed at linking business skills and expertise into the third sector.



Justice Siobhan Keegan was appointed as a High Court Judge in October 2015. She was one of the first two women ever to be appointed to the High Court, along with Madam Justice McBride.

Prior to becoming a judge, Mrs Justice Keegan, a Queen's University alumni, graduating with LLB Honours in 1993, was called to the Bar of Northern Ireland in 1994 and became a Queen's Counsel in 2006.

During her career at the Bar Mrs Justice Keegan served as Vice Chair of the Bar of Northern Ireland, Chair of the Young Bar, Chair of the Family Bar Association, Chair of the Bar Charity Committee and she was a long standing member of the Bar Professional Conduct Committee.



Janet McCollum is Chief Executive of Moy Park, responsible for the strategic direction and leadership of Moy Park's business across Europe.

Moy Park is one of the top 15 leading UK food companies, employing over 12,000 people in 14 operations across UK, Ireland and Continental Europe. In recent years, Janet has played a key role in the comprehensive reorganisation and restructuring of the business.

She graduated from the University of Aston in Birmingham with a degree in Business Administration & French and is a Fellow Member of the Chartered Institute of Management Accountants (FCMA). McCollum has over 20 years' experience within the food industry, commencing her career at Coca-Cola & Schweppes Beverages.

McCollum completed the INSEAD Advanced Management Programme in July 2012, is a Board member of the Northern Ireland Chamber of Commerce and in 2016 was awarded an Honorary Doctorate in Economics from Queens University Belfast for services to business and commerce.



Caitríona Ruane has been an assembly representative for South Down since 2003. She was appointed Minister for Education in 2007 where she led the badly needed reform of the education system. She is currently the Principal Deputy

Speaker of the Northern Ireland Assembly, and Chair of the Women's Caucus in Stormont.

As an international aid worker, Ruane worked in Central America (El Salvador, Nicaragua, Guatemala and Honduras) from 1983-87. Upon her return to Ireland she worked with Trócaire, before founding a human rights Centre in West Belfast.

Ruane was the director of Féile an Phobail, a founder of St. Patrick's Day Parade in Belfast. She chaired the Bring Them Home Campaign, which aimed to safely return three Irishmen home after their arrest and detainment in Colombia. In 2000 President Mary McAleese presented Ruane with the Aisling Person of the Year Award. She was the Sinn Féin Chief whip and a member of the Policing Board from 2007 - 2011.

LEADERSHIP, DIVERSITY AND INNOVATION



Professor Julie Chen has taught in the mechanical engineering departments at both UMass Lowell and Boston University and is considered one of the region's leading experts on nanotechnology.

Her interests are in mechanical behaviour and deformation of fibre structures, fibre assemblies and composite materials. Additionally, her work focuses on experimental investigation and analytical modelling of processing such as forming, stamping, energy absorption, fatigue, and failure behaviour of composites as they relate to the fibre architecture and manufacturing defects.

Chen also serves as the Vice Chancellor for Research and Innovation for the Mass Lowell. This includes overseeing UMass Lowell's \$65 million research enterprise, which spans all academic departments and 14 centres and institutes. She is responsible for facilitating interdisciplinary collaboration, the transfer of technology toward applications and ensuring that research partners—which include large corporations and various federal and state agencies—are well served.



Claire Burn is a current Queen's University student, studying for an MSc in Cyber Security, and acted as the undergraduate representative on EEECS's Athena SWAN committee. She is also Women Who Code Belfast City Lead. From this position

she spearheaded an initiative to develop a Youth Outreach Program for the city of Belfast. This involved delivering tutorials to girls in local schools on coding and other aspects of technology.



Catherine O'Neill founded Amelio whilst studying at Queens University, Belfast, and is the companies current Managing Director. She graduated from Queen's in 2012 with a first class master's degree in Civil Engineering.

Amelio Group is an engineering firm with particular emphasis on Drainage and Civil Engineering. Amelio focus on giving clients the optimum service, based on solid advice and expertise — and on utilising the most advanced and innovative technology and equipment available.

In 2015 O'Neill was announced as a finalist for EY's Entrepreneur of the Year Award. She was the youngest woman to date to be shortlisted for this award. She was also the recipient of Ulster Bank's 2015 Business Achievers Award for a Women Led Business and Women in Business' Young Businesswoman of the Year Award in 2013. She now sits on board of Women in Business.

WOMEN LEADING CHANGE – HOW DIVERSITY DELIVERS PERFORMANCE



Professor Yvonne Galligan is Head of the School of History, Anthropology, Philosophy and Politics, Director of the Centre for Advancement of Women in Politics, and Director of Queen's Gender Initiative in

Queen's University Belfast. She has published in major international journals such as International Political Science Review, Gender and Society, Policy and Politics, and others.

Galligan has participated in events organised by the Council of Europe, Northern Ireland Assembly, Dail Eireann, Ministry of Justice, Equality and Law Reform (RoI), the Women and Equality Unit (UK), and OFMDM (NI). She is also active in the voluntary sector, and is a member of the 50:50 campaign in both the UK and Ireland seeking to bring about equal political representation for women.

As Director of CAWP, Galligan established and runs a highly popular women's development programme, Next Generation. Her work with the Gender Initiative was recognised when the University obtained the coveted Times Top 50 Employer award.

Burn is a Women Techmakers Belfast Leader, and has spoken about these topics at various events including Women Techmakers Dublin 2015, Future2016, and Women Techmakers Belfast Summit 2016. She also teaches a class entitled Code First Girls, which is a voluntary web development course.

Burn single handedly organised the Women Techmakers Belfast summit, an event with over 100 attendees which was focused on raising awareness of gender equity within the tech industry by highlighting brilliant female professionals.



Mark Campbell is a Senior Manager with Radox, a global leader in healthcare diagnostics and the UK's largest diagnostics company. Campbell is responsible for strategic outreach, planning and government relations and affairs.

Prior to joining Radox he served in the British Army, where his roles included Battalion and Regimental command, strategic planning in the Pentagon, Washington DC, instructor at both the British Army Staff College and The Royal Military Academy Sandhurst, and student at the Australian Army Command & Staff College.

Campbell holds an MA from KCL, was awarded the OBE in 2003, the CBE in 2006 and is a Deputy Lord Lieutenant for the City of Belfast.



Professor Joseph Hartman was appointed Dean of the Francis College of Engineering at the University of Massachusetts Lowell in July of 2013. An industrial and systems engineer by training, Hartman's research

and teaching interests are in the areas of engineering economic decision analysis and applied optimisation.

His research has been supported by the National Science Foundation, including the CAREER Award, and he has authored the textbook Engineering Economy and the Decision Making Process. He is a fellow of the Institute of Industrial and Systems Engineers.

Hartman previously served as professor and chair of Industrial and Systems Engineering at the University of Florida and in a similar capacity at Lehigh University where he held the Kledaras Endowed Chair. He has also held visiting positions at the University of Edinburgh and the University of Dortmund. He earned a Ph.D. from Georgia Tech and a B.S. from the University of Illinois.



Elaine Birchall is currently Chief Executive of SHS Group, having previously served 7 years with PZ Cussons, owner of Imperial Leather soap, as Africa Regional Director and UK Managing Director.

With over 20 years' experience in Fast-Moving Consumer Goods Birchall has directed finance, supply chain and general management operations for organisations based in the US, South Pacific, Europe, the UK and Africa.

She takes responsibility for developing and growing SHS, which has an annual turnover of more than £400m across its four divisions - drinks, condiments & sauces, sales and marketing, and corporate services.



Dr Michelle Cullen is a Managing Director in Accenture's Global Corporate Functions, with extensive international experience in driving large scale transformation and change, innovation, intellectual asset portfolio management, and

organisation design. In addition, she is a member of the Accenture Ireland leadership team, as Lead for Inclusion & Diversity.

Cullen is a passionate advocate for equality & social inclusion, and has a long standing commitment to driving a culture that develops and empowers women leaders. She holds a Ph.D. in communications and semiotics. Through the project Women on Walls, Accenture is currently partnering with the Royal Irish Academy to commission portraits of women leaders in the sciences and humanities, to recognize and celebrate their achievements, and inspire future generations.

Cullen is a member of the GLEN Diversity Champions Business Ambassador Council, and of the 30% Club. Prior to joining Accenture, Cullen worked at Microsoft, and was a Director at Oracle. She is a member of the Institute of Directors in Ireland, and a former Board Member of the Shared Services Forum in Ireland.



Jill Minne is Director of Organisational Development for Belfast City Council, leading the strategic organisational and cultural change programme. She developed the Council's Organisational Development Strategy and manages the Chief Executive's department.

Minne leads the development and delivery of the City Council's Gender Action Plan through the Council's Women's Steering Group. She was part of the core team that worked to develop Belfast City Council's investment programme, where she trebled the required 300 job and 600 work placement opportunities within Belfast City Council at no additional cost to the ratepayer. She is now leading a project to look at extending this employability work across the city.

Minne is a board member of the Labour Relations Agency and a board member and Ambassador for the Women's Fund NI. She is Belfast City Council's representative on Queens University Employers' Forum and a member of the Northern Ireland Joint Council. She has two teenage daughters and is active in fund raising for a number of charities.



Sue McAllister is the first woman to hold the most senior position within a prison service anywhere in the UK. She has 25 years of experience in the prison service, including working as governor of both a prison and young offenders centre.

McAllister has worked in a variety of roles in prisons in England, including as Governor of HMP Gartree, a prison for adult male life sentenced prisoners, and of HMYOI Onley, which housed juvenile and young adult offenders aged between 15 and 21.

As Director General of NIPS, McAllister is the Accounting Officer with responsibility for an operating budget of around £149m and an estate comprising three prison establishments, a Prison Service College and Prison Service Headquarters. She provides leadership to around 1960 staff. In 2014, McAllister also assumed responsibility for the Youth Justice Agency as Director of a newly formed Reducing Offending Directorate.

WOMEN, PEACE AND SECURITY – LEADERSHIP DURING CHALLENGING TIMES



Victoria Denoon is a Co-Director of the Centre for Irish Partnerships at UMass Lowell and Director of Academic Communications and Events. The Center for Irish Partnership fosters collaborations and

partnerships with educational institutions in Ireland and Northern Ireland across an interdisciplinary spectrum and embraces faculty exchange and joint research ventures.



Denoon graduated with a degree in Law from Queen's University Belfast before moving to the United States, where she began her work in UMass Lowell. She has fostered her connection with Ireland through her role as President of Queen's Alumni New England Chapter, including presenting former Irish President Dr. Mary McAleese with an honorary degree from UMass Lowell.

Denoon recently acted as Conference Moderator for the Irish Diaspora Conference in the Letterkenny Institute of Technology, Co. Donegal. This two-day event drew more than 150 academics, authors and policymakers, and was delivered as part of the 1916 centenary celebrations.



Dr Linda Bishai is the director of North Africa Programs at the United States Institute of Peace. She has focused on peace-building education and training, electoral violence prevention, countering violent extremism and security sector/community dialogue.

Bishai was responsible for a series of programs on electoral violence prevention in Sudan before the general elections and the South Sudan referendum and co-teaches the Preventing Electoral Violence in Africa course at USIP. She has also worked on police/community dialogue programming and developing violence prevention programming for upcoming elections in Africa. Bishai has worked with university educators to support peace-building concepts and courses in diverse fields and curricula.

As an adjunct professor at the George Washington University, Bishai currently teaches international law and the use of force. She has served as a Supreme Court Fellow at the Federal Judicial Center, where she worked on an introduction to international human rights law for the federal judiciary.



Judith Gillespie is a member of the Garda Policing Authority, and was Deputy Chief Constable of the PSNI from 2009 - 2014. She is a Commissioner on the Equality Commission, a Probation Board member, and is a visiting professor at The University of Ulster.

In 2004, Gillespie was appointed Assistant Chief Constable, making her the first woman to reach chief officer rank in Northern Ireland. She began her policing career when she joined the Royal Ulster Constabulary in 1982, after being turned down twice due to her gender. During her initial training at Enniskillen, she was awarded the Baton of Honour.

When the World Police and Fire Games were held in Belfast in 2013, Gillespie acted as Chair of the Board.

She led on the PSNI's Gender Action Plan and in her final year as Deputy Chief Constable oversaw the first Senior Women in Policing conference to be held in Northern Ireland.

Gillespie is a recipient of an honorary Doctorate from Queen's University Belfast, and was awarded the CBE in 2014.



Bronagh Hinds is Senior Associate with DemocraShe which she founded to advance women in politics, public life and peace-building. She works with international institutions, political, government and civil society bodies, most recently

on Syria and Iraq for the UN, Ukraine and Northern Ireland/Ireland.

Hinds cofounded the Women's Coalition, was involved in negotiating the Belfast/Good Friday Agreement and led implementation of its equality provisions as the first Deputy Chief Commissioner of the Equality Commission for Northern Ireland. She sits on the Board of Ireland's Glencree Centre for Peace and Reconciliation.

Hinds served on the Local Government Staff Commission and Women in Local Councils initiative, and as Northern Ireland Commissioner on the UK Women's National Commission.

Hinds was selected UK Woman of Europe in 1998 and awarded the International Women's Democracy Centre Global Democracy Award in 2002. She is an Honorary Senior Research Practitioner at Queen's University Belfast.



Professor Paula Rayman is Director of the Middle East Center for Peace, Development, & Culture and a Professor of Sociology at the University of Massachusetts Lowell.

She is also Senior Scholar at the American Association for the Advancement of Science (AAAS); Gender Consultant at the United States Institute of Peace and Visiting Professor at Queens University, Belfast 2016-17.

As Founding Director of the Radcliffe Public Policy Institute, Harvard University and Fulbright Scholar she is an internationally recognised leader in the fields of gender equity in the workplace, work-life balance, advancing women in STEM occupations and redefining peace and security in conflict and post-conflict regions.

Her numerous publications include, "The Equity Equation", "Beyond the Bottom Line: The Search for Dignity at Work" and "UNSCR 1325 in the Middle East and North Africa: Women and Security".

DEVELOPING LEADERSHIP IN GLOBAL AND MULTICULTURAL ORGANISATIONS



Frances Fitzgerald is currently serving as the Tánaiste (Deputy Prime Minister) and Minister for Justice & Equality in the Government of Ireland, representing the Dublin Mid-West constituency.

A former Chair of the National Women's Council of Ireland, Fitzgerald trained as a social worker and family therapist, working in inner-city London and Dublin for 20 years.

She has led a programme of fundamental policing reform, including a new independent Policing Authority to oversee the performance of An Garda Síochána and an expansion of the role and remit of the Garda Síochána Ombudsman Commission.

The Tánaiste also pioneered a number of ground-breaking reforms, including the comprehensive reform of the child protection and welfare system in Ireland, while serving as Ireland's first senior Minister for Children and Youth Affairs 2011-2014.

Last year she introduced the legislation paving the way for Ireland to become the first country in the world to introduce same sex marriage by way of popular vote.



Tom Millar is a Professor of Astrophysics in Queen's University Belfast and the current President of the International Astronomical Union Commission on Astrochemistry.

He joined Queen's in 2006 and recently completed 10 years as Dean of Engineering and Physical Sciences. In this role he was heavily involved in the promotion of the careers of academic women in STEM as Chair of the QUB SWAN Steering Group. He is now Director of the QUB SWAN Initiative and has overall responsibility for the University and School submissions for Athena SWAN awards.

Millar has served on many national and international committees and has completed terms as Chairman of the International Board of the James Clerk Maxwell Telescope in Hawaii and as President of Division VI (Interstellar Matter) of the International Astronomical Union. He makes extensive use of radio & submillimeter-wave telescopes in Hawaii and Chile to study the emission lines from molecules as a tool to understand the process of star formation and the chemistry of space.

SPECIAL THANKS TO ALL MEMBERS OF THE CONFERENCE PLANNING GROUP

Conal Clapper
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Chris Henry
Rose Kelly
Anthony Lynn
Tom Millar
Denise Price
Nigel Smyth
Cathy Tolan
Dolores Vischer

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